HUMAN RESOURCE INFORMATION SYSTEM (HRIS)

A Human Resource Information System is a systematic procedure for collecting, storing, manipulating, retrieving and validating data needed by an organization about its human resources personal activities and organizational unit characteristic. The Human Resource Information System should not be complex or even the computerized Human Resource Information System (HRIS) can be as informal as payroll records and time card of a small business or extensive and formal as the computerized human resource data base of major manufacturers, banks and government. Human Resource Information System (HRIS) can support long range planning with information for labour force planning and Supply and demand forecast, staffing with information on equal employment, separations and applicant qualifications and development with information training Programme costs and trainee work performance. Human Resource Information System supports compensation programme with the information of pay increases, salary forecasts and pay budget and labour/employee relations with information contract negotiation and employee assistance needs. In every case the purpose is to provide information that is either human resource stake holders or support human Resource decisions.

Need of Human Resource Information System (HRIS)

Information gathered for the purpose of satisfying an external stake holder's requirement. Other information is gathered because it is required to fulfil the employment relationship. Most Human Resource Information System (HRIS) began with this required information. Many of the computerized enhancements to the information system are designed to produce this information faster or at a low cost. The benefit is that the organisation is not allowed to continue in business if it didn't used the information to produce the required report Or payments .So attention is on producing the information and completing the reports or payments and at lower cost. These kinds of applications emphasize doing administrative task faster with less paper or with fewer people. The use of Human Resource Information System has been the main focus on the efforts of organization to downsize and reengineering their human resource functions. Oracle and Hewlett Packard's use of people soft to assist in their reengineering of human resource functional services are provided in the global environment.

Fig 1:- Functions of Human Resource Information System (HRIS)

Role of Human Resource Information System (HRIS) in Private Sector Banks

The banking system plays a vital role in improving the national economy and represents the backbone of a national economy. Bank is a place where the financial services are offered i.e. Checking, savings and providing credit to the customers. The scope of the service in today's world is expanded where the banks have become an instrument in providing financial assistance to a number of activities as a policy or by regulation or for meeting socio-economic obligations. The Bank deals with number of transactions which also vary widely in terms of length and complexity. The customer of the bank would likely to know the state of account very fast to make decisions on withdrawal or payments. He is interested in obtaining the loan assistance for his specific need with a reasonable rate of interest. The customer wants each and every information fast in few minutes. He wants that the work of the bank will be completed in time. To avoid the inconvenience of going to the number of places for payment of small amounts customer need service at the counter to pay electricity bill, telephone bills, taxes and duties to the local bodies and government. The Human Resource Information System (HRIS) is designed to identify, Decide and design a service strategy for offering the wide range of customers seeking a variety of service demands. Following things should be taken care While designing the Human Resource Management Information System (HRIS) for banks:-

I) **CUSTOMER DATABASE**

1. Customer:- Individual, company, institutions
2. Operator:-house wife , employee, officer of the organisation

3. Range of service:- savings, credit checking and payment, The other financial services
4. Class of Customers:- Income Group, corporate bodies
5. Working in hours:- morning, Afternoon, evening

II) SERVICES TO THE ACCOUNT HOLDERS

The Human Resource Information System Gives following information to the management

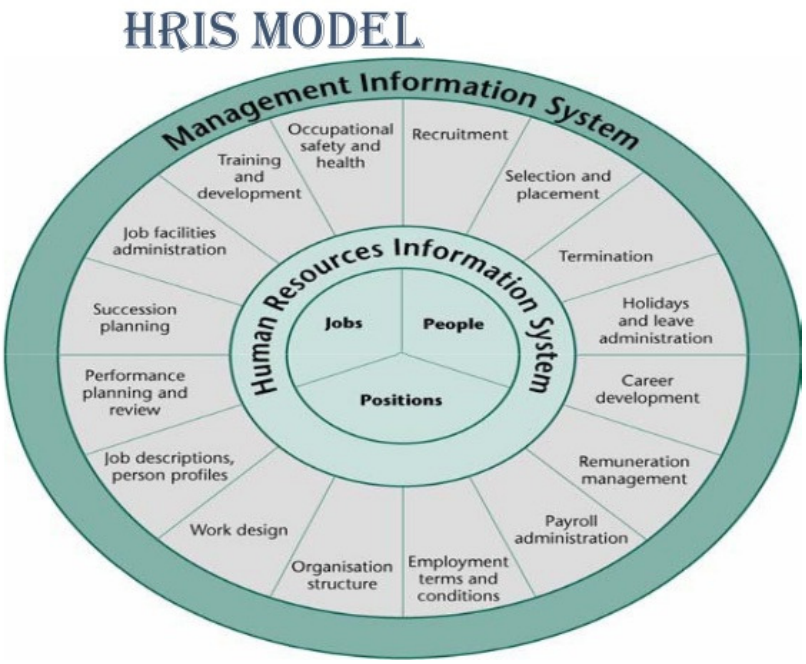
1. The non moving accounts
2. The account having balance mare than 50000
3. The account Going Down below the minimum
4. The routine credit not arrived
5. The delays on crediting cheque
6. The default on loan repayment
7. The account going below the minimum Balance

III) SERVICES FOR BUSINESS PROMOTIONS

The bank finance can be utilized in a number of ways to increase the banking operations by offering credit to the right kind of customer. The Human Resource information system concentrates on the data collection from various sources to analyze and conclude on the future business strategy. Such information will help the banker to move out to talk the customer to obtain business for the bank. This will reduce the risk of accounting.

IV) THE INDEX MONITORING SYSTEM

Human Resource Information System (HRIS) is to monitor the variety of indices and ratios related to banking operations which are internal to the banking business. It is necessary to build the MIS applications to support the bank manager in making decisions to keep the different index, norms and ratios within the acceptable limits.



Human Resource Management (HRMS) Software

HR PRO, developed by Panoramic Universal Limited (Formerly known as IT Microsystems (India) Ltd is a comprehensive Human Resource Management System (HRMS) Software that brings greater organization and effectiveness to the full range of Human Resource functions and responsibilities. This Software provides easy, accurate and timely retrieval of Employee and activity-oriented information through menu driven, user-friendly operations. The HRMS software has been designed to meet the information need of all levels of Management and facilitates Decision Support, Planning, Monitoring, and Control of Daily Activities. HRMS software intakes all the raw data of an organisation and moulds it into a strategic powerful management tool. HR enables managers to better understand what exactly is happening in the workforce, given the fact that managers have less time to analyse events within the organisation, react and take a quick but correct decision. HR Pro helps in this aspect by giving graphical analysis of the data required. Payroll is handled efficiently through the software by taking into account the attendance for the month. Appropriate heads like Basic, HRA, D.A, Conveyance, etc. can be created by the company and payslips generated smoothly. HRMS software can create user groups and can assign different levels of security to each group/user. The level of access to information is restricted to the end user, with the managerial authority having full access and front desk person having the least

access. Relevant reports can be taken from the software in various formats which can be sent over to screen, file, printer, and email and web browser.

Major Modules of HR Software

1) **Employee Profile:** - Includes certain Things like:-Employee Joining Information, Probation Confirmation details, Employee Profile, Employee Current position and job profile, Family background details, Employee Local address and References details, Employee Emergency address and contact person details, Employee Qualification and experience details, Employee Medical History, Employee Accidents Information, Awards given to Employee and their Children, Documents submitted by employee and Employees extra Circular Activities / sports / social etc

2) **Leave Management System**: - It includes User Defined Leave types, Leave Balance Details, Leave Application Leave Approvals and Leave Rules.

3) **Time Management System (TMS)**:- It Includes Employee Shift rotation with respect to shift cycle, Employee time management, Late Coming, Early going, Absence due to travel on Duty etc, Attendance data can be transfer from any Time Recording Machine, Overtime Details, Manual Attendance done by Employee details.

4) **Payroll Management:** - User defined Salary Heads, Salary formula, Professional Tax Slab (State-wise); Create your own Salary Structures, Payslip Generation

5) **Loan History Management**: - User Defined Loan Types and Interest rate, Employee loans Repayments and History Management, Loan Application and Loan Approvals.

6) **Employee Transfer, Promotions Increments:** - Transfer Details, Promotion Details, Increment Details

7) Employee Bonus: - It includes Different Bonus types and Assign Bonus to Employees

8) **Employee 360 Appraisal**: - HR - User can define five (Senior / Junior / Self / 360 / All) types of Questions to be used for appraisals, Employee Appraisals by Senior, Junior, Self, Customer, Appraisals History.

9) Training Management: - It includes Training schedule, Assign Employee to training, training feedback, training History, Instructor Details

10) Recruitment Process: - It includes Department Requisition Consolidation, Candidate Profile Bank, Candidate Profile against Department Requisition, Candidates By Employee References, and Candidates by Placement Agencies, Interview Schedules and Selection, Interview Details, Offer Letter, Transfer Selected Candidates Details to Employee Profile.

11) Assets Management: - It includes Asset details, Vendors Details, Assigning asset to Employees, Asset Location Details, and Un-Utilized Asset Details.

12) Medical, LTA Reimbursement: -It includes LTA Application, LTA Approval, Medical Reimbursement Application, and Reimbursement History.

13) HRD Procedures: - It includes Final Settlement, Gratuity, Superannuation and Tax Calculation

14) Reports:- It Includes Company Report, Recruitment, Employee Information, Leave Attendance, Payroll, Loan, Appraisal and Training reports

BANK PROFILE

PRIVATE SECTOR BANKS

Private sector banks are the banks where greater part of stake or equity are held by the private share holders not by the government .They have a highly developed organization structure and are professionally managed, thus they have grown faster and stronger in past few years. Some private sector banks are:-ICICI Bank, HDFC Bank, AXIS Bank, Yes Bank, Kotak Mahindra Bank.

S.NO	Name of Bank	Founded In Year	Chief Operating Officer (CEO) and Managing Director (MD)	Head Quarter	Founder	Branches In India
1	ICICI Bank	June,1994, Vadodra	Chanda Kocher	Mumbai, Maharashtra (INDIA)	Industrial Credit and Investment Corporation Of India	4050 Branches
2	HDFC Bank	August1994	Aditya Puri	Mumbai (INDIA)	Hasmukh Bhai Parikh	3900 Branches
3	AXIS BANK	1994	Shikha Sharma	Mumbai , Maharashtra (INDIA)	Founded as UTI	2402 Branches

Usage of Human Resource Information System Software in Banks

The following software is used in banks:-

1) Oracle Human Resources (HR):- It is a powerful tool for optimizing the use of human assets used in private and public sector. It allows adopting structured approaches to attract, retain, develop and use critical skills and knowledge to improve the capability to meet new challenges. Oracle HR is a key component of the fully integrated in Oracle Human Capital Management and is used for various purposes like Oracle Human Resources, Oracle payroll, Oracle self service human resources, Oracle time and Labour, Oracle recruitment, Oracle Learning Management, Oracle Compensation Work Bench, Oracle Succession Planning and Oracle Labour distribution. Oracle provides this via collaborative, internet-enabled capabilities.

2) SAP: - Sap stands for System Applications and Product in Data Processing and was founded in 1972 and is used for banking purposes. The Interoperable and highly modular SAP services include SAP Financial Business Intelligence provides a transparent, end-to-end view of the exact financial position enhancing corporate agility and competitive advantage.SAP includes SAP HANA which allows allows access to huge amounts of data in real time allowing for live decisions, Smart Mobility solutions for turning context into direct and sustainable business advantage, Customer communication channels and CRM for mobility and a 360° approach and Transactional banking for encompassing, deposit, loan and collateral management.

REVIEW OF LITEATURE

A literature review is a text written by a reviewer to contemplate the essential points of current information data as well as substantive findings, similarly as theoretical and technological contributions to a selected topic. Literature reviews are secondary sources, and don't report any new or original experimental work. Also, a literature review is understood as a review of the abstract accomplishment. Its main goals constitutes of locating the present study inside the body of literature and to produce context for the actual reader. Literature reviews are necessary for research in nearly each tutorial field.

RELEVANCE OF REVIEW OF LITERATURE

Often stated as the research problem, the question for research provides the context for the analysis study and divulges what the researcher is attempting to answer. The paper should answer clearly, the kind of the problem. At similar time, stating the matter exactly limits the scope of the scientific research by specializing in certain components. It helps us to show why the variables are necessary. The statement of the matter is that the first a part of the paper is to be scan after the title and abstract. It's sort of a lead on a newspaper story. It hooks the reader and provides context to what follows.

PURPOSE OF REVIEW OF LITERATURE

A literature review goes on the far side the look for information and includes the recognition and expression of relationships between the literature and in the field of research. While the form of the literature review might vary with differing kinds of studies, the basic purposes stay constant.

Offer a context for the research

- Justify the research
- Make sure the research hasn't been done before
- Show wherever the research fits into the present body of information
- Alter the researcher to find out from previous theory on the topic
- Illustrate how the topic has been studied antecedent
- Highlight flaws in previous research and define gaps in previous research.

Review of Literature

Author's Name	Year	Objective of Study	Country	Sampling Method	Data Analysis	Findings
1) Ibrahim Yusuf, Othman	2014	To highlight the impact of Human Resource Information system in the organisation	Malaysia	Sampling Method- Simple Random Sampling, Sample Size- 100 Data collected – From- Questionnaires	Data Analysis technique:- ANOVA	The findings of the study reveal that techno stress and Information System related support influences user satisfaction towards Human Resource Information System.
2) James Githari Murithi, Dr. Hazel Gachunga, Chris Kathoka Mbu rugu	2014	Objective of study is to establish the link between Human Resource Information System (HRIS) used in training and development and its effect on firm's performance with regard to Nairobi Security Exchange and to what extent it effects the training and performance	Kenya	Sampling Method:- Simple Random Sampling Sample Size 100 Data Collection- Questionnaires	Descriptive And Inferential Statistics have been used to analyse the data	Findings revealed that the Human resource Information System effect training and development issues and company put greater effort in training need assessment

3)Shefali Srivastav	2014	Objective of study is to tell the importance of the Human Resource Information System in the current Scenario	India, Kanpur (U.P.)	Sampling Method –Simple Random Sampling Sample Size- 50 Data Collected-Questionnaire	Descriptive Statistics and Chi Square Test is used	HRIS provides an opportunity to an organisation to make the human resource department administratively and strategically participate in operating the organisation.
4)Mohammad Rakib, Uddin Bhuiyaan	2013	To find out the use of Human Resource Information System in both the manufacturing sector and service sector	Bangladesh	Sampling size-100, Sampling method – Simple Non Probability Sampling method, Data Collection Method-Semi Structured Questionnaires	Correlation Analysis	The findings revealed that Human Resource Information System (HRIS) have been used for more strategic purpose because it emphasise doing the administrative task faster and with less man power.
5)Z.Ahmer	2013	Objective of study is to identify the multiple factors contributing to the organisational decision making for the adoption of the innovation of Human Resource Information System (HRIS)	Pakistan	Sampling Method –Simple Random Sampling, Sample Size 60 Data Collected through-Questionnaires	Descriptive Statistics using Mean, Median and Correlation and Chron Bach‘s Alpha test have been used.	Findings Revealed That perception of People towards Human Resource Information System (HRIS) regarding Improving quality of work was more and employees perceive that human Resource Information System makes the human resources tasks easier as it saves time and manage the

						information properly.
6) Dr. Mohammed Owais Qureshi, Dr. Manjeet Kushal Kaur, Dr. Sayyed Rumaiya Sajad	2013	The aim of the study is to find out the number of organisation using Human Resource Information System (HRIS) and its impact on process improvement on human resource information activities in organisations operating in India and to find out the perspectives of human resource professionals about process improvement of human resource management activities post Human Resource Information System implementation in the organisation	India	Sampling Method- Simple Random Sampling, Sample Size:- 385 Data Collected Through – Questionnaires	Sampling Technique is Descriptive Statistics	Findings revealed that many organizations use HRIS to a great extent. But majority is contributed by the BPO sector and the IT sector and many uses HRIS to a great extent as to compared other human resource professionals interviewed from other organization

7) Yasmin Bal, Serdar Bozkut, Erin Ertemsir	2012	Objective of study is to identify the perception of employees toward human resource Information System and its effectiveness towards users	Turkey (South Eastern Europe)	Sampling Method –Simple Random Sampling, Sample Size - 100, Data collected through Questionnaires	Chron Bach 's Alpha Test and ANOVA test has been used	Findings revealed that Human resource Information System (HRIS) has been useful for the organisation and employees are satisfied with the system
8) Cadim, Shuaibu	2012	The study objective is to discuss the impact of information technology on traditional Human Resource process in increasing efficiency, effectiveness and new applications	Malaysia (South East Asia)	Sample Size- 100 Simple Random Sampling method, Sampling Collection - Questionnaires	Descriptive Statistics	It revealed that in prototyping objector approach is followed in the hospitals of Malaysia and revealed that the implementation of Human Resource Information System (HRIS) is successful

Author's Name	Year	Objective Of Study	Place	Sampling Method	Data Analysis	Findings
9) Dr. Omar AA. Jawabreh, Ali Mahmud Abdullah Alrabei,	2012	Objective of study is to investigate the use of Human Resource Information System (HRIS) in the four star and five star hotels of Jodhpur	Jodhpur (India)	Sampling Size 50, Sampling Method- Simple Random Sampling, Data Collection Through - Questionnaires	Chronbac's Alpha , Descriptive statistics	Revealed that there is no relationship between accounting Information System and Planning in four and Five Star Hotels
10) Muhammad Hasid	2012	To study the impact of Human Resource Information System in the accounting General Office of employees	Peshawar (Pakistan)	SS:- 100 Sampling Method- Random Sampling Data collected through - Questionnaires	Pie Chart	It reveals that there is a significant relationship between HRIS and employee's programme in providing training
11) Us man Sadique	2012	To determine the extent to which HRIS used in strategic functions	Pakistan	SS-100, SM- simple Random Sampling, Data Collected through Questionnaires	Descriptive Statistics	Findings revealed that HRIS is being used as an administrative tool.
12) Sudheendra Rao L.N., Arvin A. Kollur	2012	Objective is to understand whether the managerial and non managerial employees will satisfy for implementing HRIS model in KPCL company	Bangalore (India)	Sampling Method- Simple Random Sampling Sample Size-100 Data Collected through - Questionnaires	Sampling Technique - Descriptive Statistics and Contingency Coefficients Analysis	The findings revealed that human Resource Information System (HRIS) was playing an important role

13) Muhammad Tarawneh, Haroon Tarawneh	2011	To measure the impact of Human Resource Information System (HRIS) in banking sector in Jordan Firms	Jordan (Saudi Arabia)	Sample Size-500, Sampling Method-Simple Random Sampling used Data collected through Questionnaires	Descriptive Statistics and Multiple Regression Analysis, Cronbach's Alpha Test	There is significant statistical effect evidence between quality of outcome of Human Resource Information System(HRIS) and organisational performance in bank sector in Jordan
14) Hassan Rangriz, Javad Mehrabi, Alireza Azadegan	2011	The Purpose Of This paper is to examine the impact of Human Resource Information System (HRIS) on decisions.	Iran	Sampling Method-Simple Random Sampling , Sample Size – 172 Data Collected through - Questionnaires	Chi- square test, Binomial test, and Kendall's tau- b test	The findings revealed that Human Resource Information system (HRIS) plays an important role in strategic tasks and shows that how banks can generate business value from Information System related culture
15) Humayun Zafar, Jan G. Clark, Mayung S.Ko	2011	Objective of study is to know the perception of management and staff regarding the security risk management in the company and do the perception of security risk management within an organisation differ from those related to human resource security risk management.	United States Of America (U.S.A.)	Sampling Method-Simple Random Sampling, Sampling Size-500 Data Collected Through - Questionnaires	Descriptive Statistics and t-test has been used.	The findings revealed that there is need of effective collaboration between Human Resource Information Technology and Executive Management. It also shows that additional security training and awareness are needed for Human Resource professionals in order to have successful security risk management
16) Kristine Derry and	2006	To Examine the impact of	Sydney	Descriptive Statistics	Descriptive Statistics	It has been found that Humana Resource

David Grant, Shana Wilbe		Human Resource Information System (HRIS) on Human Resource unction and find the degree to which both act as an enabler of Human Resource (HR)	(Australia)		and ANNOVA Technique is used	Information system should be implemented in the HR functions but the strategic direction of the organisation cannot be realised and technology has a significant impact on Human Resources.
17) Nicholas Beadles, Christopher and Kim Jones	2005	The impact of Human Resource Information System in public sector	America	SS- 300 SM- Simple Random Sampling Method, DS- open ended Questionnaire	Descriptive Statistics and Factor Analysis	It has been found that the impact of human resource information system in public sector undertaking is mixed and impact of HRIS is not giving much benefit in Human Resources
18) Mohammad Abul Kasim	2003	To identify the impact of Management Information System(MIS) on improving the banking services and its effect on banking sector	Libya (Africa)	Sample Size- 200 Sampling Method is Simple Random Sampling Data Collected through Questionnaires	Factor Analysis	Finding of the study is that the Management Information System ensures a high level of service quality and implementation of training give to the employees about the Human Resource Information System has proven good in performing the human resource function
19) R.Mathur and M. Gupta	2002	To identify the impact of Information system for administrative purposes and strategic purposes	Raipur (India)	Sample Size- 100, Sampling Method- Simple Random Sampling method Data Collected	Chi Square Test	Findings Revealed that paper tried to locate banks on Strategic Grid and found that level of computerisation of different branches of bank may be different.

				through - Questionnaires		
20) Tim Wetzel , Andreas A.K. Hart	2001	To study the E-Recruitment system implementation used while focussing on the level of human resource employees to reach unintended consequences during implementation of HRIS	Germany (Europe)	SS-100, SM- Random Sampling, DS- Questionnaires	Descriptive Statistics	The findings revealed that Human Resource Information System(HRIS) has implemented on HR activities and has a significant relation and on global level HRIS
21) Teo, L.G. Soon and Frederic	2001	To identify the impact of human resource Information System (HRIS) in the organisation 2) To know the reason of not using human Resource Information System in The organisation	Singapore (South East Asia)	SS- 110 SM-Random Sampling, Structured Questionnaire	Descriptive Statistics, Karl Pearson's Correlation	Human Resource Information System is adopted by the organisation for administrative purposes like payroll and employee record Keeping and improved effectiveness on HR department by automating administrative tasks
22) Sage, A., & Rouse, William	1999	To examine how the Human Resource information system (HRIS) has changed the work of organisation and simply the work of the people in the organisation.	America	SS-100 SM- Random Sampling SD- Questionnaire	Descriptive Statistics of Mean	Findings of the study state that the human Resource Information System(HRIS) has changed the way of doing the things in the organisation and makes the work easier for the people in the organisation

RESEARCH GAP

From the reviewed articles following Research Gap has been observed:-

- None of the researchers have focussed on the impact of Human Resource Information System (HRIS) on employee's productivity and efficiency.
- Study till now related to Human Resource Information System (HRIS) are confined to the description of the function of the system.
- Either the studies are related to the implementation of Human Resource Information System (HRIS) or trust of the people towards using the system. None of them have studied these factors combine.
- Most of the researchers have focussed only on the Impact of Human Resource Information System (HRIS) in organisation and none of them compared it with perception of the employees in the organisation.
- Most of the studies are conducted either outside India and if in India then in metro cities only.

Motivation/Justification and Relevance of study

To The Banking Sector: - This research will certainly be valuable and important for the banking sector because it will come to understand the software used in Human Resource Information System (HRIS) in banking sector. The study will provide with the feedback from employees about the use of Human Resource Information System (HRIS) by the bank and the software used by the bank to regulate the work and will help the banking sector to maintain their reputed value.

To The Employees: - The study will provide the pros and cons internal performance of employees because the Human resource Information System (HRIS) will help them to check the performance of employees by taking the details of employee regarding the date of joining the bank, the months the employee has performed well and the ratings he had scored in the two years of service. This in turn will help the management to take decision regarding the job promotion as well as the removal of employee from the bank. This will help to retain prospective employee in banking sector.

Objective of Study

- To determine the role of Human Resource Information System (HRIS) on employee's productivity and efficiency.
- To determine the role of Human Resource Information System (HRIS) in private banking sector
- To analyse the perception of employees using Human Resource Information System (HRIS)
- To determine the satisfaction level of the employees from Human Resource Information System (HRIS) in private banking sector.

Hypotheses

H_0:-There is no significant role of Human Resource Information System (HRIS) on the productivity and efficiency of employees.

$H_{a:}$-There is a significant role of Human Resource Information System on the efficiency and productivity of employees.

Plan of Work and Methodology

Meaning of Research

Research refers to the systematic method consisting of enunciating the problem, formulating a hypothesis, collecting the facts or data, analyzing the facts and reaching certain conclusions either in form of solutions towards the concerned problem or in certain generalizations for some theoretical formulation.

Research Design

Research design is a plan, structure and strategy of investigation conceived so as to obtain answer to a research question. A detailed outline of how an investigation will take place. A research design will typically include how data is to be collected, what instruments to be employed, how the instruments will be used and the intended means of analyzing data collected.

Here in this study is exploratory and empirical research design.

Universe of Study

The universe of study will be the employees working in the private sector bank.

Sample

- Sampling is simply the process of learning about the population on the basis of sample drawn from it. There are two types of sampling –Probability Sampling and non- Probability Sampling. In the study stratified Random Sampling will be used to draw the sample.
- The information regarding the use and impact of the Human Resource Information System (HRIS) will be collected from the employees working in private sector banks.

Sample Selection

Private Sector Banks selected for the study are:-

1) Axis Bank

2) ICICI Bank

3) HDFC Bank

Bank	Branches	Population of employees working in Banks
Axis Bank	17	500
HDFC Bank	26	300
ICICI Bank	40	200
Total	83	1000

Confidence Level = 95%

Confidence Interval =4%

Population =1000

Proportion =5%

Sample Size $=z^2 *P *(1-p)/ (.04)^2$

$= (1.96)^2 *0.5*0.5/ (0.04)^2$

= 600

New Sample Size = Sample Size/1+ (Sample Size-1/Population)

=600/1+ (600-1/1000)

New Sample Size = 375.23 (Closest Employees)

Data Collection

Both primary and secondary sources will be used to collect the data. Primary data will be collected by questionnaire filled by respondents to obtain information on regarding the use, impact and to assess the perception towards Human Resource Information System (HRIS). Secondary information related Human Resource Information System (HRIS) will be collected through web sites, journals books, HRIS articles and Management Publications.

Tools for Data Analysis

1. Descriptive statistical tool Arithmetic Mean, Standard Deviation, Coefficient of Variation will be used to study the nature of data collected.

2) Factor Analysis is used to identify the factors contribute significantly towards the role of Human Resource Information System (HRIS) In Organisation.

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Questionnaire

NAME :-

AGE :-

21 To 30 ☐

30 To 40 ☐

ABOVE 40 ☐

DESIGNATION:-

BRANCH of BANK:-

QUALIFICATION:-

I) SATISFCTION WITH HUMAN RESOURCE INFORMATION SYSTEM (HRIS)

S.N.O	CRITERIA	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1	Employees are satisfied with the Human Resource Information System(HRIS)					
2)	Human Resource Information System has met the expectations of Employees					
3)	The Human Resource Information System (HRIS) can be better utilized					

II) HR PROCESSES

S.N.O	CRITERIA	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1)	The HRIS has improved the recruitment process					
2)	HRIS has improved the training process.					
3)	Data Input and data Maintenances process have been improved due to HRIS					

III) TIME SAVING

S.N.O	CRITERIA	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1)	HRIS has decreased the time spent on recruiting					
2)	HRIS has decreased the time spent on training					
3)	Time spent on data Input has been decreased due to the functioning of HRIS					
4)	Paper Work has been reduced due to the implementation of HRIS					

IV) COST SAVINGS

S.N.O	CRITERIA	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1	The HRIS has decreased cost per hire					
2	The HRIS has decreased training expenses					
3	The HRIS has decreased					

	recruiting expenses					
4	The data Input Expenses has been decreased due to the usage of HRIS					

V) STRATEGIC PURPOSE

S.N.O	CRITERIA	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1)	The HRIS has made HR department more important					
2)	The employees in the bank thinks that HRIS in Meeting Bank's goals					
3)	HRIs id used in taking strategic decisions					

Chapterization Plan

Chapter 1 Introduction

1.1 Human Resource Information System (HRIS)

1.2 Human Resource Information System (HRIS) in banking sector

1.3 Human Resource Information System Software

1.4 Bank Profile and software used by banks

Chapter 2 : Research Methodology

2.1 Introduction to Research Methodology and Research Design

2.2 Review of Literature

2.3 Relevance of Study

2.4 Objectives of the Study

2.5 Hypotheses

2.6 Sampling and Data Collection Methods

2.7 Statistical Tools for Hypothesis Testing

Chapter 3 : Data Analysis and Interpretation

Chapter 4 : Findings, Conclusion, Suggestions

Chapter 5 : Limitations of Research and Scope of Future Study

Bibliography

Appendix-Questionnaire